ESFJ
(Extroversion, Sensing, Feeling, Judging)

Overview

ESFJs are generally dependable, talkative, conscientious, and decisive. They are often outgoing and enjoy interacting and socializing with others. They also tend to be practical, organized, and committed to fulfilling their obligations. The ESFJ often has a clear understanding of what they perceive to be right and wrong. They place a strong emphasis on loyalty, family, authority, and tradition. These values are often reflected in their attendance at family gatherings and celebrations. They may also be drawn to the traditional nature of religious or political systems. When necessary, the ESFJ often feels comfortable discussing their strong values with others. They may expect others to have similar values and should be cautious not to become critical of those who do not share their same principles.

The ESFJ often has a focus on others and a genuine interest in people’s lives. They enjoy helping others and tend to seek out service opportunities that reflect this interest. The ESFJ often creates a feeling of warmth in their interaction with others and have a way of encouraging people and making them feel valued. ESFJs may require support from others to affirm that they have done the right thing or made the right choice. They desire appreciation and approval and may feel hurt by the negative response of others. Conflict and tension filled environments can make the ESFJ feel uneasy and these situations are therefore avoided or prevented. The ESFJ will often strive to meet the expectations of others but should be cautious not to neglect their own needs.

ESFJs generally have an interest in applying their organizational skills to create order for people and situations. They gather specific information and can often remember details that pertain to people. They tend to be focused, hardworking, and follow through on the details of a project. They often have an interest in projects that have a visible result and enjoy working within a team environment. The ESFJ is likely able to predict what is necessary to complete a task or foresee and respond to potential problems. They tend to value positions of authority, regulations and often use the traditional way to complete a task. They may be resistant to change unless they can see the practical benefits or maintain a feeling of control. The ESFJ often prefers realistic information over abstract or theoretical thinking. They may find that their thinking about possibilities leads them to worry about everything that could go wrong. The ESFJ may become easily discouraged when they cannot recognize a way out of a situation. They tend to benefit from putting a situation into perspective and examining the future implications of their choices.

Procrastination

ESFJs are often motivated to complete their work on time and may not experience significant procrastination. They tend to limit their procrastination to a specific situation that likely involves a relationship component. These situations may result from a fear of rejection, concern over meeting someone’s expectations, or a conflict with a friend. Procrastination may also result from disagreeing with their instructor or a discriminatory and unwelcoming classroom environment. The most effective way for ESFJs to overcome procrastination is to address the underlying...
relational issue. They may find it helpful to gain insight into the situation by discussing their concerns and feelings with an outside source.

**Career Exploration**

An ESFJ tends to find career satisfaction with careers that have the following characteristics:
- Provides a tangible way to positively impact and help people
- Encourages relationship building and daily interaction with a variety of individuals
- Fosters a friendly, supportive, and stable work environment
- Offers ongoing positive encouragement, support, and structure
- Provides clear expectations and specific regulations
- Evaluates job performance based on established and understood criteria
- Allows freedom to organize and control the completion of tasks
- Respects positions of authority and established structure

When exploring career options, an ESFJ will often...
- Organize their career exploration to ensure optimal efficiency
- Gather only the information necessary to make a decision
- Perform informational interviews to gather additional career information
- Need to intentionally consider their long-term plans
- Benefit from considering the future impact of their decision
- Prefer making a decision early

**Careers to Consider**
The following is a list of suggested occupations that fit the qualities of an ESFJ or are careers that other ESFJs have found to be satisfying. Use this list as a starting point for further investigation but do not limit your options to only this list.

- Administrator
- Athletic Coach
- Bank Employee
- Bookkeeper
- Caterer
- Child Care Worker
- Community Welfare Worker
- Cosmetologist
- Counselor
- Dentist
- Elementary & Secondary Teacher
- Exercise Physiologist
- Family Physician
- Flight Attendant
- Fundraiser
- Funeral Home Director
- Hairdresser
- Home Economics Teacher
- Host/Hostess
- Medical Secretary
- Medical/Dental Assistant
- Minister/Priest/Rabbi
- Nurse
- Office Machine Operator
- Office Manager
- Optometrist
- Personal Banker
- Professional Volunteer
- Public Relations Specialist
- Receptionist
- Religious Educator
- Restaurant Worker
- Retail Owner/Operator
- Sales Representative
- Secretary/Typist
- Social Worker
- Special Education Teacher
- Speech Pathologist
- Student Personnel
- Telemarketer
### Work

At work, the ESFJ will often...

- Be responsible, loyal, sensitive, action-orientated, and realistic
- Effectively produce tangible products or services
- Reliably organize projects to ensure the timely completion of all assigned tasks
- Conscientiously work well with others
- Observe and respond to the needs of others
- Cultivate a friendly and welcoming atmosphere with a focus on interpersonal relationships
- Be negatively affected by unresolved conflict
- Prefer a stable, supportive, and harmonious work environment
- Adhere to the organization’s rules, policies, and procedures
- Accept positions of authority and rarely challenge traditions or social norms
- Work well within a routine but appreciate some task variety

At work, the ESFJ should be aware that they may...

- Experience difficulty in accepting change or implementing new ways to complete tasks
- Be uninterested in opinions that contradict their own
- Struggle working with difficult or uncooperative coworkers
- Benefit from learning how to deal with conflict and accept criticism
- Feel responsible for completing tasks and are susceptible to taking on additional work
- Need to realistically evaluate the amount of work they are able to complete
- Experience difficulty working on their own
- Require additional motivation to complete tasks that involve learning new skills
- Focus on the immediate situation but need to also consider the future implications
- Need to spend additional time evaluating their options to prevent premature decisions
- Feel disheartened, push for a harmonious environment, focus only on meeting others’ needs, and become easily upset when they do not receive adequate recognition or appreciation

### Life

#### Decision Making

When it comes to decision making, the ESFJ will often...

- Rely on past experiences and relevant details
- Consider the impact their choices have on people
- Naturally base their decisions on personal feelings and values
- Need to incorporate a logical and objective evaluation of their options
- Make quick decisions
- Need to prolong the decision making process in order to incorporate all necessary information
**Playing**

The ESFJ will generally complete their work before they feel able to relax. They have an eye for details and their sensitivity to people make them naturally welcoming and a good host or hostess. However, they should be cautious that their desire to please others does not result in neglecting their own needs. In a postsecondary environment, the ESFJ tends to enjoy being involved in campus activities as either a leader or participant. In their living arrangements, the ESFJ works to minimize conflict and create harmony. The ESFJ student also reports to having an active dating life.

**Stress**

An ESFJ will often experience stress when...

- Creating or dealing with conflict filled or competitive situations
- Others challenge tradition and deviate from the established regulations
- Lacking adequate emotional support
- Required to make immediate changes
- Given an inadequate amount of time to complete a task
- Feeling that their values have been violated
- Unintentionally hurting others or having to treat people harshly
- Overcommitting to responsibilities and depleting their emotional or physical energy

When they are affected by stress, an ESFJ will often...

- Withdraw from people and feel despair
- Become inconsiderate, thoughtless, or easily lose their temper
- Further resist change and attempt to increase their control
- Heavily rely on the opinions of others
- Under significant stress, become excessively judgmental of themselves and others and feel bothered by these critical thoughts

An ESFJ can reduce stress by...

- Changing their routine or participating in a new activity
- Discussing their concerns with someone who is not involved
- Spending time on their own to reflect
- Ensuring their emotional and physical needs are met
- Reflecting on their spiritual beliefs
- Assessing whether their expectations of others are realistic